

Georgia Merit System

2003 Workforce Planning & Development Conference

Thursday, December 4, 2003 • Georgia State University • Atlanta, Georgia

"Growing Tomorrow's Leaders in Today's Workforce"

Developing A Succession Planning Strategy Knowledge/Talent Management



The recent economy has caused a paradigm shift in how we hire, promote, and develop our employees. We are doing more with less . . . less resource, less money, and less headcount. Regardless, our strategic mission remains constant. We must maintain sound ethical principles, increase customer satisfaction, and build organizational efficiency.

Succession planning must be incorporated into our strategic planning process. In this session we will explore strategies for developing organizational bench strength.

The Ties that Bind and Destroy: Producing Results in Organizational Development

Organizational effectiveness requires the complete engagement of every team member. We have to be innovative in finding the right people, getting those people on the bus, and then ensuring that they are in the right seats for the bus to move forward. This leverage is critical to our organization as we execute key strategic initiatives and move from good to great.

Establishing a platform of organizational development based on core competencies and identifying knowledge gaps will help you build ties that bind rather than hinder future growth and development.

Workshops presented by



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Do you understand, account for, and manage your investment in human capital?

Are you faced with the prospect of filling key leadership and management positions-positions critical to your strategic success and effectiveness?

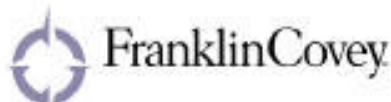
Are you going to lose key players to retirement in the near future?

The Georgia Merit System welcomes world-renowned FranklinCovey to the 2003 Workforce Planning & Development Conference:

Georgia State Agencies are invited to hear how you can unleash the power of your Human Capital-especially in these tough times.

When it's time to cut costs and re-examine investments, leaders must be strategic. They must make certain that if they are forced to lower their investment in people that they retain employees that can drive strategic business objectives, work smarter, and do more with less.

Join this week's featured conference speakers [Craig Cushman](#) and [Chris McChesney](#) of [FranklinCovey](#) and discover how you optimize your return on human capital in Georgia's state employees, by making people decisions that will enable you to prosper in tough times and in the long run.



FRANKLINCOVEY is the global leader in effectiveness training, productivity tools, and assessment services for organizations and individuals. FranklinCovey helps companies succeed by unleashing the power of their workforce to focus and execute on top business priorities. Clients include 90 percent of the Fortune 100, more than 75 percent of the Fortune 500, thousands of small and mid-sized businesses, as well as numerous government entities and educational institutions. Organizations and individuals access FranklinCovey products and services through corporate training, licensed client facilitators, one-on-one coaching, public workshops, catalogs, over 150 retail stores and www.franklincovey.com. FranklinCovey has 2,000 associates providing professional services and products in 39 offices and in 95 countries.

Next week our "featured" Workforce Planning and Development conference speaker will be Heyward Williams, Workforce Planning Manager for Georgia Power...stay tuned for more information.